

Subjects of Bargaining

There are many conditions of our employment that are mandatory subjects of bargaining according to the National Labor Relations act and Massachusetts General Law 150E. Under these laws neither party can refuse to bargain over the conditions and unilateral changes in or implementation of these conditions without bargaining is prohibited. Here is a small overview of some of the conditions considered to be mandatory subjects of bargaining:

Wages & Benefits – Insurance co-pays, retirement incentives, salaries and advancement on salary schedule, stipends, use of

volunteers to perform bargaining unit work, longevity bonus, compensation for additional duties

Hours – flexible schedules, length of work day/year, night meetings

Standards of Productivity – Evaluation procedures and criteria, mentor programs

Conditions of Employment – Block scheduling, reduction in force procedures, workload, prep time, duties, maternity leave, just cause.

For a much longer list of examples of mandatory subjects of bargaining, go to the link below in the member area of the MTA website.

<http://www.massteacher.org/Members/handbook/subjects.aspx>

Changing Lanes Next Year? Your request form must be in the business office by November 1. I cannot urge you enough to hand deliver your form and get a dated receipt (photocopy of the form with date stamp). This way, if the form is lost you have evidence that it was in the business office by the deadline. The average increase for a lane change is about \$2000. If someone offered you 2K to drive a piece of paper across town, would you do it?

From the Membership

News articles:

Educator Evaluations in Somerville

<http://www.bostonglobe.com/metro/2013/09/12/reversal-somerville-schools-will-purge-last-year-teacher-evaluations/1BN5WwI7A1D7pgksNk87aM/story.html>

Teacher Evaluation

<http://www.wbur.org/2013/09/25/mass-teacher-evals-more-time>

Links

Info about your rights

Duty of Fair Representation

<http://www.umass.edu/usa/dutyfairrep.htm>

Weingarten Rights

<http://montytech.massteacher.org/Assets/Weingarten%20Rights%20and%20Examples.pdf>



Important Dates

September 30 – Transcripts for courses taken over the summer should have been submitted.

October 18 – We are pushing to have dues deductions begin here.

November 1 – Deadline for requests for lane changes.

December 31 – Deadline for reimbursement requests for courses completed Sept. – Nov.

Where to go with questions...

Warren/Pittaway

- Melissa Colleton
- Maureen Clough
- Tina Hebb - ESPs

Mindess

- Carrie Underwood
- Rosemary Prater
- Christian Robinson - ESPs

Middle School

- Michelle Smith - President
- Helen Blogensteiner - ESPs

High School

- Bill Graham
- John Bacon
- Erin Paolini - ESPs

Treasurer (membership & dues)

- Sue Larracey

Nurses – Gretchen Herrick

Secretaries – Linda Chaney